



# TWO RIVERS SCHOOL

## EQUAL OPPORTUNITIES POLICY

The Governors and Staff of Two Rivers School are committed to the principle that all people are born equal. Thus no individual should be discriminated against on the grounds of Special Learning Needs, Disability, Ethnicity, Race, Creed, Belief, Gender, Sexual Orientation, Marital Status or Family Responsibility.

### Equal Opportunities for Pupils

- Every pupil is encouraged and assisted to reach their full potential.
- Each pupil is entitled to equal access to the appropriate area of the curriculum for them.
- All pupils are encouraged to respect the rights of other pupils to access the curriculum fully.
- Staff will actively facilitate pupils' understanding and appreciation of different Races, Creeds and Cultures, both in and out of formal learning situations. Staff will use their best endeavours to promote mutual tolerance and respect for others within the school and the community.

### Implementation

To ensure that the aims and objectives are met:

- 1) Subject Co-ordinators should ensure that schemes of work reflect the aims and objectives set out above.
- 2) All staff should monitor resources, including display materials, to ensure that they contain nothing of a racist, sexist, or in other way biased nature and that they reinforce positive images, avoiding stereotypes.
- 3) Teachers should endeavour to monitor pupil progress to ensure that no pupil underachieves for reasons connected to race, colour, sex, background etc.
- 4) Seating arrangements, register lists, lining up and grouping of pupils should reflect awareness of gender issues.
- 5) Subject teachers should monitor their classroom practice in light of this policy e.g. time allocated equally between boys/girls, able/less able etc.
- 6) Children of either sex should be encouraged to participate equally in tasks around the school – messages, moving furniture etc.
- 7) Specialist provision should be available for all pupils regardless of age, sex, race, colour and ability to ensure equality of access to the curriculum.

- 8) Any incident of a racial or otherwise prejudiced nature – name calling, graffiti, passing notes etc. on school premises or during journey to or from school should be investigated thoroughly and perpetrators and victims dealt with in accordance with the Code of Conduct.

### **Equal Opportunities for Staff**

- Each member of staff is encouraged to achieve their full potential.
- No member of staff will be discriminated against on the grounds of Disability, Ethnicity, Race, Creed, Belief, Gender, Sexual Orientation, Marital Status or Family Responsibilities.
- In selecting persons for employment the Governors and Managers of the school shall not discriminate on any of the grounds mentioned as above.
- The Governors are responsible for monitoring the implementation and operation of the Equal Opportunities Policy.
- Named Governor for Equal Opportunities is Paula Stewart.

Policy Written:	January 2007
Accepted by Governors:	January 2007
Reviewed:	Autumn Term 2017
Next Review:	Spring Term 2019